

# Information Pack

## **SENCO: Assistant Headteacher**

### at RA Butler Infant and Junior Academy



#### ***Quote from Infant Ofsted November 2024***

***Pupils with SEND play a full and active part in the school. The school identifies pupils' individual needs promptly. Staff are given the information and guidance that they need to make sure that pupils with SEND receive effective support that meets their needs. Pupils with SEND learn the same rich, ambitious curriculum as their peers. Those with the most complex needs receive a bespoke programme with high levels of support. Pupils with SEND achieve exceptionally well from their various starting points.***

Thank you for expressing an interest in the post of SENCO: Assistant Headteacher at R A Butler School. We hope you find the following information helpful.

### Role and Salary

This post is advertised on the **Leadership Scale**, salary L4-7. We are open to candidates seeking a **full-time** or **0.8 FTE** contract.

Given the current resignation timelines for serving teachers, we can be flexible with the start date. Ideally, we would like someone to start **as soon as possible**, but we understand this may be **January 2026**.

### About the role:

R A Butler is a proudly inclusive school with a strong reputation for SEND provision. We are seeking a committed and experienced SENCo to maintain and further develop our excellent practice. Our SEND team is highly regarded by parents, staff, and the Local Authority — a key reason why this is an **Assistant Headteacher-level** post.

As SENCo, you will be a full member of our **Senior Leadership Team (SLT)** and play a central role in shaping strategic decisions.

### SLT Members:

- Emma Vincent – Headteacher
- Jo Cooper – Deputy Headteacher
- Ben Parke – Assistant Headteacher (Assessment and Curriculum)
- Katie Brown – Assistant Headteacher (Pastoral and Culture)
- [This Post] – Assistant Headteacher (SENCo)



You will lead a strong and committed inclusion team, including:

- Assistant SENCo
- Lead Learning Mentor
- Over 20 Teaching Assistants dedicated to supporting SEND pupils

We currently have **32 children with EHCPs**, around **5%** of our school population. Many of these children require **personalised curricula** and are in **Band 4+ and 5**. We were recently successful in an LA Inclusion Framework bid, enabling us to create a dedicated intervention space for these pupils.

We are also in discussions with the Local Authority about establishing an **Enhanced Provision** on our site for children who cannot currently access external specialist placements. This is an exciting project expected to launch by **September 2027**, and we anticipate our new SENCo will lead this work in collaboration with the LA.

---

### Candidate Profile

We are looking for someone with:

- Proven experience as a SENCo (or strong equivalent experience)
- A commitment to inclusion and ambition for all pupils
- The **NASEND or NPQ for SEND** qualification (or working towards it)
- Strategic thinking and a collaborative leadership style

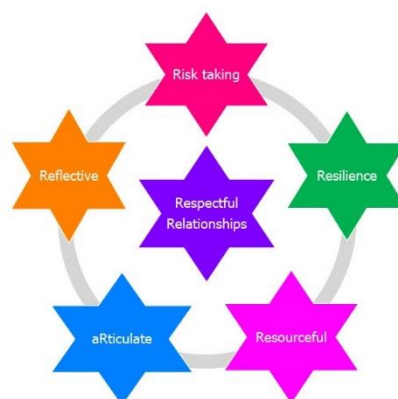
This is a non-class-based role, though occasional class cover may be required. We welcome informal conversations and school visits from prospective candidates.

### About the school:

RA Butler Academy is a fantastic place to work. Being three form entry, we are the largest primary school in Saffron Walden. As a large school, our teachers really benefit from working as a team. Each year group has three classes, so planning is shared and collaboration is high. We monitor teacher workload carefully and this is reflected in our feedback and well-being policies. We also employ a school counsellor, specialist PE teachers, specialist music teacher, learning mentor and school nurse.

We maintain a strong family ethos across the school and really value every single child and the contributions that they make. We are strongly committed to the principles of Trauma Perceptive Practice and build our policies and school operational procedures around these principles of Kindness, Compassion, Hope and Connection and Belonging. We are also very proud to be a Gold Unicef Rights Respecting School meaning that we ensure that our children have a right to a good education, to develop talents, to have a voice, to have friends and to feel safe and play. Under-pinning these we also base everything we do in school on our values:

- Respect
- Resilience
- Relationships
- Reflectiveness
- Resourcefulness
- Risk-taking
- aRticulate



Our exciting and engaging curriculum has a strong pedagogical base. Aspects of the curriculum that we deliver throughout the school are; a strong focus on the teaching of reading and reading for pleasure, high profile work on vocabulary, active learning techniques, carefully sequenced learning experiences, high expectations and securing learning in the long term memory supported by retrieval practice.



RA Butler is a core school of the Saffron Academy Trust, working alongside Katherine Semar School and Saffron Walden County High School to provide the best educational experiences for our children. Staff CPD is highly valued at the school and our staff are able to take advantage of the many opportunities available to them through collaborative working with local schools. We are also an active part of the Saffron Teaching Hub which enables us to be very outward looking. A large percentage of our staff are engaged in action research projects and in completing NPQs. Current external projects involve working with the Venn Maths Hub on Maths Mastery development and the Science Learning Partnership.

Our children come from the town of Saffron Walden and also from the local villages. The majority of our children are white British, but we have an increasing number of EAL children across the school. The number of disadvantaged children on roll is below the National average. We have a high percentage of pupils who are SEND and who benefit from additional physical interventions to support their development.


Children at this school achieve very well. They consistently achieve above the National average in all areas. They enjoy challenge in their learning and have a great attitude. Our children have a wide range of opportunities to develop their achievements in sport, music, and singing to a National standard.

### **Expression of Interest**

If this role excites you and you would like to learn more or visit the school, please contact:

**Wendy Zych**

 admin@rab.academy

 01799 523651

You may also book a meeting with **Emma Vincent**, our Headteacher.  
We look forward to hearing from you!

Application deadline: 20<sup>th</sup> June 2025 (midday)

### ***Quote from Junior Ofsted May 2024***

***The provision for pupils with SEND is exemplary. Leaders adopt innovative approaches to ensure pupils with complex needs access the curriculum. A highly inclusive culture permeates the school. Pupils understand the importance of equality. Pupils therefore encourage and help their friends with SEND with kindness and sensitivity. Pupils, including those with SEND, achieve exceptionally well. Outcomes in mathematics, reading and writing are significantly better than national averages.***

*R A Butler Academy is committed to the safeguarding, protection and welfare of children and young people and we expect all staff and volunteers to share this commitment. Following safer recruitment procedures, the successful applicant will be subject to satisfactory references, medical checks and successful Disclosure and Barring (DBS) checks.*